



OXFAM

OXFAM IN SOUTH SUDAN

P.O.BOX 239 - JUBA NA BARI AREA

JUBA - SOUTH SUDAN

External Advert

Oxfam is a global movement of people working together to end the injustice of poverty.

That means we tackle the inequality that keeps people poor. Together we save, protect and rebuild lives. When disaster strikes, we help people build better lives for themselves, and for others. We take on issues like saving lives, governance and peace building, education, land rights and discrimination against women. And we won't stop until every person on the planet can enjoy life free from poverty.

We are an international confederation of 19 organizations (affiliates) working together with partners and local communities in the areas of humanitarian, development and campaigning, in more than 90 countries.

All our work is led by three core values: Empowerment, Accountability, Inclusiveness. To read more about our values please click [here](#)

Job Purpose To support the development and implementation of Oxfam GB's humanitarian program in South Sudan by providing specialist advice and support on protection

Position: Protection Coordinator

Location: Juba

Grade & Level: C Zone 1 Global

Contract Type: Fixed Term

Number of post reporting:01

Key Areas of Responsibilities and Accountabilities

The situation in South Sudan is extremely volatile and the responsibilities outlined below are subject to change as the needs in the context evolve. As such the post-holder will be expected to be flexible as to working locations and would be expected to travel throughout South Sudan as access and security permit.

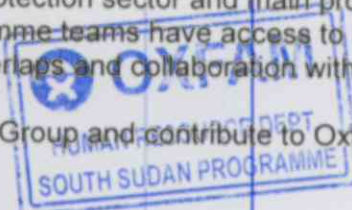
1. Provide specialist protection advice and support to Oxfam's humanitarian and development programming in South Sudan.
2. Hold regular meetings with all Protection team/APMs to understand programmatic challenges and technical support requirements. Highlight when programs are off-track in implementation for further discussion with the PM and APM. Identify any areas where further technical support, oversight or resources are needed.

Oxfam in South Sudan

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<https://africa.oxfam.org/>

3. Provide ongoing strategic protection analysis based on field-level and national-level internal and external analysis (including aspects of conflict analysis, gender, and risk management) and lessons from programme experience to inform programme development, implementation and policy/advocacy (this will involve pulling together field level analyses and analysis alongside national policy to give a national-level understanding)
4. Review and update the protection strategy for the South Sudan country programme, taking into consideration the relevance of programme approaches in target communities, the current funding situation and pipeline, field protection analyses and country priorities.
5. Input to Oxfam's response strategy and Oxfam Country Strategy (OCS) development processes
6. Identify and work towards the potential to develop, implement, monitor, report and evaluate specific protection activities or projects and ensure coherence and effective linking with Oxfam's Strategic Goals work in South Sudan.
7. Support advocacy and campaigning on protection issues including analysis, surveys, assessments and support the development of policy products as required.
8. Provide support and coordinate the activities of field-based Protection staff.
9. Provide technical design to the new proposals designs, including activity designs and budgeting, along with PMs, where needed. Sign-off/validate on all project proposals and budgets (related to protection activities).
9. Provide input for monthly, quarterly, interim and annual donor reports, project proposals as well as ad hoc reports and communication items, as requested.
10. Support the implementation of protection activities within South Sudan– including ensuring coherence, standardized approaches, and programme quality across the protection programme as a whole and a safe programming approach.
11. Support advocacy and campaigning on protection issues within the context of Oxfam's Rights in Crisis Campaign, among others.
12. Represent Oxfam externally: develop alliances with agencies working in the field of protection with a view to enhancing coordination and adopting complementary approaches including active participation in relevant protection coordination and planning mechanisms.
13. Active participation and coordination in cross-departmental including WASH, EFSVL, Gender, Education and advocacy to ensure sufficient linkages and Integration Programming.
14. Lead capacity building on protection issues for Oxfam staff and partners, linking with national, regional and humanitarian department capacity-building initiatives. This includes on the job accompaniment and mentoring, training and advisory support.
15. Conduct regular Field visits to ensure the highest quality of the Protection response in the intervention areas.
16. Support programme and project teams on HR issues, in particular: developing ToRs, job descriptions and on recruitments of senior protection staff (C2 and D1 as appropriate).
17. Maintain an up to date understanding of the protection sector and main protection issues in South Sudan and ensure that programme teams have access to relevant, up to date information, including identifying overlaps and collaboration with other sectors.
18. Participate in Oxfam's internal Protection Peer Group and contribute to Oxfam's **global strategic** thinking on protection.



19. Support MEAL processes and activities to integrate protection, and to gather lessons relating to these areas, especially on community-based protection.

Other responsibilities as required.

Required Technical Skills, Experience & Knowledge

Essential

- based protection work in conflict or insecure environments.
- Degree or Masters' qualification in social work, development studies, law, international relations, or other relevant area; or equivalent experience
- Strong conceptual and practical understanding of protection issues and approaches in humanitarian contexts, including the constraints, sensitivities and risks associated with such work.
- Proven experience carrying out analysis and strategic approaches to response in complex humanitarian environments, preferably in a leadership role.
Experience and understanding of community-based protection at the field level, including the constraints, sensitivities and risks associated with such work
Ability to represent Oxfam in country, regional and global protection fora as required.
- Strong understanding of protection standards, key sectoral issues and processes including advocacy for protection. Understanding of the Protection Cluster and other coordination mechanisms and the roles and mandates of key protection actors.
- Analytical skills and strategic thinking including experience developing written analysis and strategies for protection.
- Demonstrable conceptual and practical understanding of the gender dynamics of protection work and ability to implement protection activities with a strong emphasis on the gendered aspects of conflict, violence, and abuse.
- Proven experience in the provision of technical advice and support to field programs, and skills in staff and partner development, mentoring, and training
- Demonstrable understanding of the gender dynamics of protection work and ability to implement protection activities with an emphasis on the gendered aspects of conflict, violence and abuse and experience of integrating protection with other sector programming
- Person in this post required to travel between bases or covering several areas
- Excellent influencing, negotiation and networking skills.
- Solid understanding of monitoring and learning processes
- Excellent verbal and written communication skills, including high-level interpersonal, influencing, negotiation and representational capabilities. including ability to fluently articulate key protection issues in reports, articles, blogs etc.
- Fluency in written and spoken English essential.
- Able to live and work in remote, insecure and logistically challenging operations and in a multi-cultural environment; with a high level of self-reliance, adaptability and initiative
- Experience in capacity building and the professional development of protection staff. Initiative, drive to achieve results, working with others, organisational awareness, respect for others and self awareness.
- Ability and willingness to live by, demonstrate and promote Oxfam culture. Commitment to gender equity, diversity, and equal opportunities.
- Knowledge of and experience in the South Sudan context. Experience managing diverse staff/teams including in complex and challenging environments.

Desirable

- Working experience in South Sudan



Working experience with Oxfam

NB: Female candidates are strongly encouraged to apply.

Only short-listed candidate will be contacted.

Deadline for submission of applications is 06 May 2024. Interested Applicants should send soft copies of their CVs and Cover letters and copies of academic certificates responding to the Required Technical Skills, Experience & Knowledge to our External Oxfam Link on <https://jobs.oxfam.org.uk/vacancy/protection-coordinator-int10367/20969/description/> And to our Internal Oxfam Link on <https://jobs.oxfam.org.uk/internal/vacancy/20969/description>

Oxfam is committed to preventing any type of unwanted behaviour at work including sexual harassment, exploitation and abuse, lack of integrity and financial misconduct; and committed to promoting the welfare of children, young people, adults and beneficiaries with whom Oxfam GB engages. Oxfam expects all staff and volunteers to share this commitment through our code of conduct. We place a high priority on ensuring that only those who share and demonstrate our values are recruited to work for us.

Oxfam is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff and volunteers to share this commitment. We will do everything possible to ensure that only those that are suitable to work within our values are recruited to work for us. This post is subject to a range of screening checks.

